



EQUALITY & HUMAN RIGHTS IMPACT ASSESSMENT (EHRIA)

EHRIA PUBLICATION

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This is a summary of the key decisions/actions taken in the recent EHRIA, and has been separated from the full EHRIA document for publication on SCRA's external website in compliance with statutory requirements.

The Scottish Children's Reporter Administration (SCRA) are pleased to publish the outcome of this Equalities and Human Rights Impact Assessment on:

SCRA INTERIM Child Protection Policy

1) This assessment was based on a variety of information from a range of sources who were involved in the development of the policy (representing vast knowledge and experience), including:

- Child Protection Policy working group in SCRA
- Child Protection Lead Officers (2) in different authorities in South East Scotland
- Child Protection policies from other national organisations, including Barnardo's Scotland; BBC; NHS; Scottish Commissioner for Children and Young People (policy in draft when consulted and not finalised).
- One SCRA staff member has been sitting on the steering group for the National Child Protection Guidance 2014 review throughout 2019; and other members have been involved in reviewing / commenting / re-drafting the document as it has developed.
- SCRA UNISON Branch Stewards who discussed the policy and agreed its contents subject to some minor amendment which has been made.

2) The scoping and drafting of the policy took into account a range of experiences and views from those working in child protection and took into account SCRA's business and the policy is clear and reflective of SCRA's role.

3) The policy clearly demonstrates that it is an organisation-wide policy which will form part of the Employees Handbook. As such, it is clear that this policy is for all staff.

4) The policy clearly links to other policies and initiatives within SCRA, including Corporate Parenting and Better Hearings.

5) This is an interim policy. It recognises that policies in relation to information retention and security will require to be revised and that other policy or practice documents which reference the Child Protection Policy will require updating. However, we have decided (subject to approval from SCRA's EMT) that this update across other policy documents will wait until the final revisions of the interim policy. This work is to be ongoing throughout 2020 and on conclusion of this we will revisit the need to update / amend / revise other documents as required.

5) The EHRIA highlights that staff will require updated/refresher child protection training, particularly with a focus on trauma informed practice.

IMPACT Will the impact and outcomes of the new or revised policy, practice or process:	
<p>Contribute to eliminating discrimination, harassment and victimisation? E.g.</p> <ul style="list-style-type: none"> • Raise awareness of our SCRA's vision and values for equality, diversity and inclusion. • Challenge appropriately any behaviours or procedures which do not value diversity and advance equality of opportunity 	<p>POSITIVE: It will contribute to eliminating discrimination, harassment, victimisation <input checked="" type="checkbox"/></p> <p>This policy is about recognising / accurately recording and communicating harm and risk of harm to children. As a result of their age we think that it will have a positive effect on reducing harassment and victimisation towards these children.</p>
	<p>NO EFFECT: It will have no effect on discrimination, harassment and victimisation <input type="checkbox"/></p>
	<p>NEGATIVE: It will make discrimination, harassment and victimisation worse <input type="checkbox"/></p>
<p>Advance equality of opportunity between those who share a protected characteristic and those who do not? E.g.</p> <ul style="list-style-type: none"> • Remove or minimise disadvantage • Meet the needs of equality groups that are different from the needs of others participation in public life 	<p>POSITIVE: It will advance equality of opportunity <input checked="" type="checkbox"/></p> <p>The effects of a clear child protection policy are in relation to the safety of children & young people as individuals in specific circumstances, as such it allows us to advance equality of opportunity for children of different ages and different developmental stages, it also allows us to advance equality in our approach to</p>

	children with a physical or hidden disability.
	NO EFFECT: It will have no effect on equality of opportunity <input type="checkbox"/>
	NEGATIVE: It will reduce equality of opportunity <input type="checkbox"/>
Foster good relations between those who share a protected characteristic and those who do not? E.g. <ul style="list-style-type: none"> • Tackle prejudice • Promote understanding 	POSITIVE: It will foster good relations <input checked="" type="checkbox"/> This policy was not been developed with good relations in mind, it is focused on advancing an appropriate and consistent professional response to individual children in their own specific circumstances. However, an unintended consequence of the policy is that it applies to all children who are involved with SCRA as a public body. The policy sees children first, without seeing any of their specific characteristics – and as such means that in applying the policy SCRA staff will be tackling prejudice and promoting understanding.
	NO EFFECT: It will have no effect on good relations <input type="checkbox"/>
	NEGATIVE: It will cause good relations to deteriorate <input type="checkbox"/>

It will uphold human rights articles.

1.1 Recommended course of action: select relevant outcome and check the box when prompted:
Outcome 1: Proceed – no potential for unlawful discrimination/adverse impact on equality duty or interference with human rights has been identified. <input checked="" type="checkbox"/>
Outcome 2: Proceed with adjustments to remove or mitigate any identified potential for discrimination and/or interference in relation to our equality and/or human rights respectively <input type="checkbox"/>

1.1 Recommended course of action: select relevant outcome and check the box when prompted:

Outcome 3: Proceed despite a potential for discrimination and/or interference with human rights that cannot be avoided or mitigated but which can and have been justified on legal/objective grounds (justification to be clearly set out).

Outcome 4: Stop and consider an alternative approach. Actual or potential unlawful discrimination and/or interference with human rights have been identified, which cannot be justified on legal/objective grounds.

SCRA Equality Review Group.